



Rear Admiral Andrew S. McKinley

Human Capital Strategy Implementation
U.S. Coast Guard



Rear Admiral Andrew (Scott) McKinley is responsible for overseeing the implementation of the Coast Guard's Human Capital Strategy. The Human Capital Strategy is an ambitious 10 year plan to ensure the Coast Guard recruits, trains and retains the best workforce of the 21st Century.

Prior to this assignment, RDML McKinley served as the Contingency Operations Branch Chief at Atlantic Area managing Coast Guard forces in the Arabian Gulf. Previous assignments include Senior Reserve Officer at the Ninth Coast Guard District: Executive Assistant to the Deputy Unified Area Commander during the Deepwater Horizon oil spill response: Senior U.S. Military Observer to the United Nations Mission for Stabilization operation in Haiti: Senior Reserve Officer at Sector Upper Mississippi River: Commanding Officer of Port Security Unit 309: Ninth District Command Center watch stander and the LEDET Team Leader at Group Cape Hatteras. He has been mobilized in support of contingency operations five times to include Operation Southern Watch in Bahrain, Operation Iraqi Freedom in Kuwait and Iraq, Hurricane Katrina, the Deepwater Horizon oil spill and the response to the 2010 earthquake in Haiti.



RDML McKinley is a native Chantilly, Virginia and a 1987 graduate of Officer Candidate School. He holds a Bachelor of Science degree from George Mason University. He is a 2010 graduate of the Northwestern University's Staff and Command College and is completing a Master in Homeland Security at American Military University. In 2012, RDML McKinley completed a civilian career and retired as the Acting Chief of the Reynoldsborg Division of Police, a 60 officer agency with a \$7 million dollar budget.

RDML McKinley's awards include four Meritorious Service Medals, three Coast Guard Commendation Medals, a Navy and Marine Corps Commendation Medal, a Joint Service Commendation Medal, two Coast Guard Achievement Medals, one Navy and Marine Corps Achievement Medal, one Joint Service Achievement Medal, the Coast Guard Combat Action Ribbon and the Coast Guard's Law Enforcement Detachment and Port Security (Officer) qualification badges.